

Reserve Manning + Mgm  
37429, 2F30

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The following unclassified information is provided on DI human resources.

*good*

- o The DI's analytic strength increased by 28% during the last 10 years.
- o The relative size of the DI's analytic community has remained the same during this period--approximately 43% of total DI positions--because of simultaneous growth in other areas of the Directorate.
- o Name schools (e.g. Ivy League institutions) are among those providing the DI with new analysts. The majority of new analysts, however, have come from major state universities. This represents no change from 10 years earlier.
- o The DI's analytic staff is relatively young. Nearly half are under 35 years of age.
- o Most new DI analysts have had brief work experience, but not generally in the analytic area.
- o The present crop of DI analysts has had greater experience with overseas travel (e.g. personal travel, study abroad) than those hired earlier in the decade.
- o Test scores are higher for recent hires in analytic aptitudes, interpersonal skills, and work attitudes than in the late 1970s.
- o More recent analytic entrants have master's degrees than in earlier years.
- o We recruited a greater number of Ph.D.'s during the early 1980s when market conditions were favorable to Agency hiring in this advanced academic area. ✓
- o Entrants with language capabilities have dropped approximately 10% from those entrants in the late 1970s. We have capabilities in more the 60 languages, with substantial expertise in French, Spanish, German, and Russian.
- o We are having some success in hiring difficult-to-obtain specialists, such as economists, over what we were able to hire early in the decade, largely because of targeted recruiting by the DI.

! ? I wonder why

- o We have an active Graduate Fellows Program that is being used with good results as a DI recruitment device.
- o The DI's attrition rate for analysts is lower than in the past. The high qualifications that analysts have brought with them has resulted in a well-qualified analytic corps.
- o In recent years, there has been a greater attempt to provide higher graded positions for analysts who wish to remain analysts rather than move into management in order to move to higher levels. There are opportunities in the Senior Intelligence Analyst Program, and one-third of any new SIS positions requested are expected to be designated for experts.

#### ADP Resources

- o Roughly one-third of the DI non-personal services budget is for ADP resources.
- o OIR's ADP resources are approximately 60% of the Directorate's ADP funds.
- o There has been no PES study on ADP since the 25 July 1985 report.